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## Upjohn Press Catalog 2021-2022

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# WE. UPJOHN INSTITUTE

FOR EMPLOYMENT RESEARCH

**UPJOHN PRESS  
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**2021.2022**



## Upjohn Press

The Upjohn Institute is a nonpartisan, not-for-profit institution dedicated to finding and promoting solutions to employment-related problems. Integral to the Institute's mission is the dissemination of research findings that stem from work produced by both Institute researchers and scholars from outside the Institute. The Institute's publications program helps accomplish this by producing books and ebooks that offer rigorous yet accessible explorations of topical, policy-relevant issues. Contact us if you'd like to submit your manuscript or proposal for the Upjohn Press.

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## Upjohn Research – [research.upjohn.org](https://research.upjohn.org)

The Upjohn Institute's digital repository, Upjohn Research, serves as the product showcase for the work of our staff and external research partners, archived all the way back to the 1980s. In addition to working papers, books, reports, and other items from the Upjohn Press, it also captures our Early Career Research Award projects and summaries of the Institute's Dissertation Award winners. Searchable, accessible, thorough.

## Major Initiatives

### The Upjohn Institute supports major research initiatives to focus Institute resources on pressing issues.

The [Promise: Investing in Community](#) initiative brings together two areas of Institute expertise: place-based scholarships that help local residents gain access to higher education and credentials, and economic development policies, such as tax incentives and customized business services, that directly target local job creation. We link strategies that communities can use both to support firms in creating good jobs and to give residents the skills and resources needed to work in those jobs. While we recognize the importance of federal and state support, we believe locally led efforts are vital in laying the groundwork necessary to create vibrant local economies that benefit everyone. This site collects our research and provides data and resources to support the initiative.

[Outsourcing: Impacts on the U.S. Workforce](#) reviews the current state of knowledge on outsourcing in the United States, highlighting research and researchers examining outsourcing and its implications for workers. Focal areas are the automotive industry, health and safety, logistics, lower-wage service jobs, online platform work, and the public sector. The portal and Research Network on Outsourcing, which supports convenings to discuss new topical research, received funding from the Alfred P. Sloan Foundation.

## Periodicals



### Employment Research

Our quarterly newsletter highlights recent research carried out by Institute staff, grantees, and authors. Each issue contains two timely articles focusing on current labor market developments along with info on staff activities, conferences, and publications. Contact us for your free print subscription or read online at [https://research.upjohn.org/empl\\_research/](https://research.upjohn.org/empl_research/).

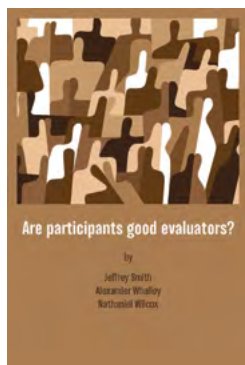


### Economic Development Quarterly

The Upjohn Institute is home to EDQ, a peer-reviewed journal dedicated to publishing the latest quality research findings in economic and workforce development. Learn more at <https://journals.sagepub.com/home/edq>.

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## Are Participants Good Evaluators?

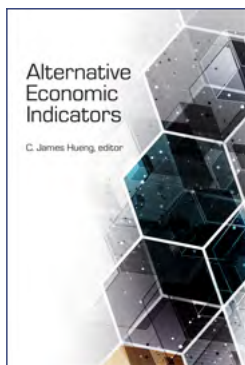
Jeffrey Smith,  
Alexander Whalley,  
and Nathaniel Wilcox

Those implementing workforce training programs are often unable to afford a full-fledged experimental or nonexperimental evaluation to determine program impacts. Therefore, many rely on responses to questions posed to participants after they complete a program as a means of gauging whether it is effective. How successful this approach is and whether it can be improved are key themes in this book.

Smith, Whalley, and Wilcox use a multidisciplinary approach and apply it to three case studies, comparing participant responses with results from separate experimental and econometric estimates of program impact. They

- discuss the program or policy and the population it serves,
- describe the design and implementation of the experimental evaluation of each program or policy, with emphasis on the participant evaluation measure,
- examine the correlation between the participant evaluation measure and the experimental and econometric estimates of program impacts,
- examine the relationship between the participant evaluations and other factors, including respondent and program characteristics and other weak yet pertinent proxies for program impact.

They conclude by offering innovative suggestions for new participant evaluation measures that may improve on existing ones.



## Alternative Economic Indicators

C. James Hueng, Editor

During perilous economic times—like now—as COVID-induced economic impacts hit hard and fast, quantifying the true effects on the economy in real time is critical. But traditional economic indicators often delay reporting, use out-of-date methodology, and neglect some aspects of the economy. Therefore, policymakers need new ways to assess how a variety of indicators are faring so they may implement effective policy responses.

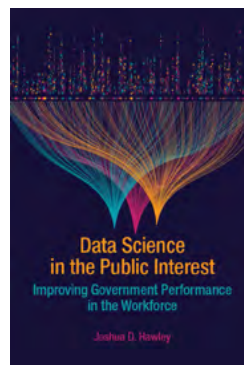
Recent advances in economic theory, econometrics, and information technology have fueled research in building broader, more accurate, and higher-frequency economic indicators.

This open access ebook offers an in-depth look at a new set of tools that are now being used by economists to determine the national and worldwide economic impacts of, among other things, the COVID-induced recession.

C. James Hueng presents contributions from a group of prominent economists who address alternative economic indicators, including indicators in the financial market, indicators for business cycles, and indicators of economic uncertainty. Contributors include William A. Barnett and Kun He; Scott A. Brave; Domenico Gianone, Eric Qian, Argia Sbordone, Mihir Trivedi, and Patrick Adams; Alessandro Barbarino and Chiara Scotti; Steven J. Davis; and Adam Storeygard.

PDF is free at [research.upjohn.org/up\\_press/263/](https://research.upjohn.org/up_press/263/)

132 pp. 2020  
ebook 978-0-88099-677-8



## Data Science in the Public Interest

Improving Government  
Performance in  
the Workforce

Joshua D. Hawley

Governments accumulate masses of data on residents who participate in social insurance programs. But what do they use this data for? Is it used efficiently and in a way that helps the most people? And are there better ways to use the data? These are the key questions Hawley addresses in this book.

He begins by describing various workforce programs and reviews how governments use data to help in decision making. He offers examples of technical systems used to provide state performance management systems in the workforce area, focusing on those of Ohio and Washington. A discussion of the legal and governance issues that arise when a state establishes a data system follows.

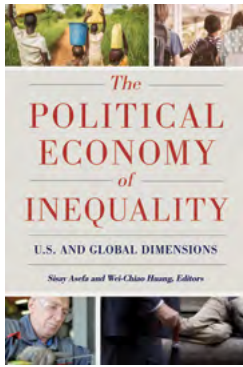
Hawley also discusses technical developments made by states in performance management systems and explains three examples: scorecards, dashboards, and data visualizations.

Overall, Hawley brings to light new ways government is using data tools to inform decisions about the workforce at the state and local levels. He moves beyond standardized performance metrics designed to meet federal agency requirements and discusses how governments can provide up-to-date information for decision-makers.

[research.upjohn.org/up\\_press/262/](https://research.upjohn.org/up_press/262/)

150 pp. 2020  
\$25 paper 978-0-88099-674-7

Expected August 15, 2021  
\$35 paper 978-0-88099-658-7



## The Political Economy of Inequality

### U.S. and Global Dimensions

Sisay Asefa and  
Wei-Chiao Huang, Editors

Nowadays, when discussions turn to inequality, the focus is likely on income inequality. And for good reason. As much recent research has shown, extreme inequity in earnings is an increasingly consequential issue facing nations—both rich and poor. Yet other forms of inequality also exist, together what may be referred to as social inequality. These forms are generally characterized by large gaps in accumulated assets, discrepancies in access to quality education, unstable family life, lack of access to banking services, poor employment prospects, lack of health care services, and underrepresentation for political and legal matters.

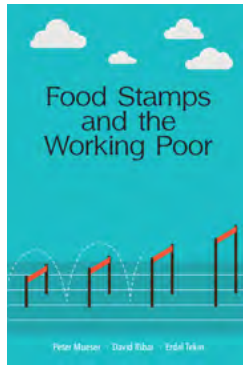
As this book shows, all issues related to inequality are interrelated and, together, pose the risk for societal and political unrest should they be left unresolved. Therefore, attention to all forms is highly warranted. The contributors identify the root causes of these under-addressed types of inequality and offer policies aimed at mitigating their impacts.

They include: Theresa Ghilarducci, Charles L. Ballard, Mary E. Corcoran, David Lam, Howard Stein, and James R. Hines Jr.

[research.upjohn.org/up\\_press/260/](https://research.upjohn.org/up_press/260/)

192 pp. 2020

\$20 paper 978-0-88099-671-6



## Food Stamps and the Working Poor

Peter Mueser, David Ribar,  
and Erdal Tekin

The authors examine detailed administrative data from three states—Georgia, Missouri, and South Carolina—and find that state rules and regulations often deter eligible low-income workers from receiving benefits while presenting hurdles for those who are already eligible to recertify for benefits.

They begin by presenting the history, goals, and workings of the food stamp program and the role it plays in the nation's social safety net. They also discuss recent trends in food stamp caseloads, including participation rates and the incidence of work among recipients. Not surprisingly, caseloads grew after the 2001 recession; however, they continued to climb despite the tightening job market of the middle 2000s. The trend of growing caseloads then accelerated following the economic downturn that began in 2007.

The effects of various certification and recertification policies are a key focus of the book, but the authors also discuss the impacts of the relaxed provisions that make it easier for able-bodied adults without dependents (ABAWDs) to receive food stamp benefits. They also critique a variety of policy proposals to alter the program, and close with several of their own proposals for making the program less onerous for working families and individuals while addressing valid program concerns.

[research.upjohn.org/up\\_press/256/](https://research.upjohn.org/up_press/256/)

136 pp. 2019

\$15 paper 978-0-88099-660-0



## Making Sense of Incentives

### Taming Business Incentives to Promote Prosperity

Timothy J. Bartik

*“With this book, Tim Bartik has solidified his rank as the leading, trusted expert on economic development incentives and economic development broadly. The role of firm-based incentives has triggered passionate debate, and Bartik responds with rigor, reason, and realism. I hope readers heed the call for needed reforms recommended in this timely book.”*—Amy Liu, Brookings Institution

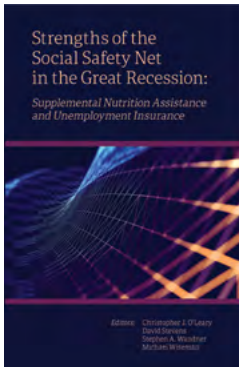
*“No one understands the intricacies of economic development incentives—what works and what does not—and the broader field of economic development policy and strategy better than Tim Bartik. This book is an absolute must read for mayors, governors, economic developers, city-builders, CEOs and business executives, community activists, and all those concerned about the future of our cities and communities.”*—Richard Florida, University of Toronto

PDF is free at [research.upjohn.org/up\\_press/258/](https://research.upjohn.org/up_press/258/)

178 pp. 2019

\$14.99 paper 978-0-88099-668-6

For information on Institute award programs and free databases, see p. 6.



## Strengths of the Social Safety Net in the Great Recession

### Supplemental Nutrition Assistance and Unemployment Insurance

Christopher J. O'Leary, David Stevens, Stephen A. Wandner, and Michael Wiseman, Editors

The impacts of the Great Recession greatly tested the nation's social safety net. During this monumental economic downturn, the number of Unemployment Insurance (UI) recipients doubled from 10 million to 20 million, and the number receiving benefits through the Supplemental Nutrition Assistance Program (SNAP) ballooned from 20 million to 50 million. Many who lost their jobs became eligible for UI and often SNAP, too. Many already receiving SNAP lost jobs and became eligible for UI. While both programs were stressed, they proved to be flexible enough to respond to the needs of many of the victims of the recession. But little has been known about how the two programs interacted and how policies governing them could be altered to better respond to hardship when future downturns occur.

This book shows that each program has considerable effects on the other and how policies governing them could be altered to better serve recipients of both programs.

PDF is free at [research.upjohn.org/up\\_press/257/](http://research.upjohn.org/up_press/257/)

430 pp. 2019

\$30 paper 978-0-88099-663-1



## Pathways to Careers in Health Care

Christopher T. King and Philip Young P. Hong, Editors

In 2009, at the time when Congress passed the Affordable Care Act (ACA), the Bureau of Labor Statistics projected that over the next ten years, the health care and social assistance sector would gain 5.6 million jobs, outpacing all other occupation groups. This job growth corresponds to our increasing demand for health care resulting mainly from our aging population. To help meet this growing demand for workers, Congress included in the ACA Health Professions Opportunity Grants (HPOG), a demonstration program within the Department of Health and Human Services established to provide health care career opportunities for disadvantaged populations. As the editors point out,

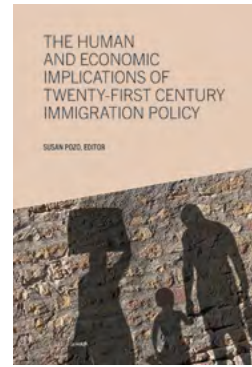
HPOG unites two important innovations in workforce development programming for serving low-income populations in recent decades, career pathways and sector strategies, by actively fostering the use of the former in the context of one major sector—health care.

This book presents a wide-ranging look at HPOG and innovative support programs which are both aimed at not only facilitating career pathways to the health care field for low-income individuals, but also helping to meet the growing demand for health care workers.

PDF is free at [research.upjohn.org/up\\_press/259/](http://research.upjohn.org/up_press/259/)

408 pp. 2019

\$35 paper 978-0-88099-666-2



## The Human and Economic Implications of Twenty-First Century Immigration Policy

Susan Pozo, Editor

Immigration is one of the most highly-charged and divisive issues facing the U.S. today. Yet little attention is paid to serious analysis of immigration and data about immigrants and their influence on the U.S. economy. Instead, anecdotes—often ugly—rule the debate.

This book provides a framework that helps move us from the personal to the analytical, to facilitate a more systematic appraisal of immigration and the policies before us. The authors document and provide careful analyses on several key issues including the fiscal impacts of immigrants in the United States, assimilation along generational lines, the effects of enhanced immigration enforcement at the interior of the United States, and alternative blueprints for allocating refugees. They also offer suggestions based on the use of modeling tools of international trade to assess immigration policy today. The public must be better informed to more effectively debate immigration, and this volume can help set us on that path.

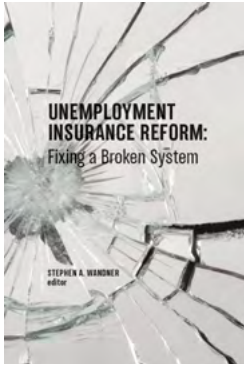
[research.upjohn.org/up\\_press/250/](http://research.upjohn.org/up_press/250/)

235 pp. 2018

\$40 cloth 978-0-88099-656-3

\$18 paper 978-0-88099-655-6





## Unemployment Insurance Reform

### Fixing a Broken System

Stephen A. Wandner, Editor

The Unemployment Insurance (UI) system is a lasting piece of the Social Security Act, which was enacted in 1935. But like most things that are over 80 years old, it occasionally needs maintenance to keep it operating smoothly while keeping up with the changing demands placed upon it. However, the UI system has been ignored by policymakers for decades and, say this book's contributors, it is now broken, out of date, and badly in need of repair.

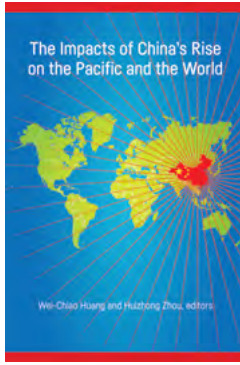
Stephen A. Wandner, former director of research for the Employment and Training Administration, pulls together a group of UI researchers, each with decades of experience, who describe the weaknesses in the current system and propose policy reforms that they say would modernize the system and prepare us for the next recession.

Contributors include: David E. Balducchi, Christopher J. O'Leary, Suzanne Simonetta, Wayne Vroman, and Stephen A. Wandner.

PDF is free at [research.upjohn.org/up\\_press/249/](https://research.upjohn.org/up_press/249/)

248 pp. 2018

\$14.99 paper 978-0-88099-652-5



## The Impacts of China's Rise on the Pacific and the World

Wei-Chiao Huang and Huizhong Zhou, Editors

China's economic growth over the past few decades is remarkable. Projections are for it to surpass U.S. gross domestic product this decade. Paralleling this economic growth is China's expanding geopolitical reach and influence. The combination of these two forces—economic and political—makes China, by many accounts, the most important diplomatic challenge facing its neighbors, the United States, and rest of the world's nations.

But does the concentration of power around Xi Jinping—which includes tighter societal controls and adopting Xi's distrust of private markets—offer China a path forward for sustained rapid growth? And will China use its growing political influence, backed by a modernized military, to destabilize existing regimes?

The editors of this book have assembled a group of China experts who weigh in on such issues. Together, they offer an in-depth look at key internal factors influencing China's economy as well as factors that will impact the U.S.-China relationship for years to come.

Contributors include: Murray Scot Tanner, Barry Naughton, Wing Thyee Woo, Mary E. Lovely and Yang Liang, Guanzhong James Wen, and Xiaodong Zhu.

PDF is free at [research.upjohn.org/up\\_press/248/](https://research.upjohn.org/up_press/248/)

164 pp. 2018

\$40 cloth 978-0-88099-633-4

\$15 paper 978-0-88099-632-7



## Confronting Policy Challenges of the Great Recession

Lessons for Macroeconomic Policy

Eskander Alvi, Editor

This book presents a notable group of economists who describe the unprecedented economic damage suffered during the Great Recession and the extraordinary policies put in place to limit the damage and help put the economy back on a growth track. Not surprisingly, some policies succeeded while others barely made a dent. The analysis of the many lessons and encounters—and successes and failures—offers fresh perspectives on how policymakers and central bankers might manage the economy in a future crisis.

In the years following the Great Recession, much research has been conducted on the lessons learned from the event, but an appreciation of the severe challenges, such as that presented here, enriches our understanding of policy options that worked (or didn't). This hindsight, as seen through the eyes of acknowledged economic experts gathered here, is invaluable.

Contributors include: Barry Eichengreen, Gary Burtless, Donald Kohn, Laurence Ball, J. Bradford DeLong, Lawrence H. Summers, and Kathryn M.E. Dominguez.

PDF is free at [research.upjohn.org/up\\_press/246/](https://research.upjohn.org/up_press/246/)

146 pp. 2017

\$40 cloth 978-0-88099-637-2

\$15 paper 978-0-88099-636-5



## Workers' Compensation

Analysis for Its Second Century

H. Allan Hunt and Marcus Dillender

Hunt and Dillender provide a succinct analysis of the state of Workers' Compensation (WC) programs in North America by focusing on three key performance issues: 1) the adequacy of compensation for those disabled in the workplace, 2) return-to-work performance for injured workers, and 3) prevention of disabling injury and disease.

Following a brief introductory chapter that provides a discussion of the difficulties of trying to compare a number of diverse programs, Hunt and Dillender devote a chapter to each of the three performance issues and provide empirical findings and useful guidance for policymakers and researchers as they set their sights on adapting WC for the twenty-first century.

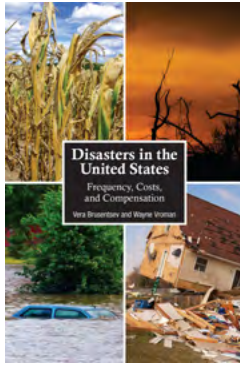
*"Hunt and Dillender do an excellent job in providing valuable empirical findings and direction for policymakers and researchers. Their book is a very interesting read, and I highly recommend it to all interested audiences."*

—Richard Works, Montly Labor Review

PDF is free at [research.upjohn.org/up\\_press/244/](https://research.upjohn.org/up_press/244/)

132 pp. 2017

\$14.99 paper 978-0-88099-530-6



## Disasters in the United States

Frequency, Costs, and Compensation

Vera Brusentsev and Wayne Vroman

Brusentsev and Vroman analyze several types of hazards that pose the risk of becoming disasters. They draw inferences about the frequency, geographic patterns, trends, and financial costs related to disasters, and show that declarations of disasters have increased at a rate much faster than the rate of population growth.

The authors also find that disaster risks of climate change tend to be concentrated in urban areas, and that there is a statistically significant association between disasters and the increase in global temperature. Also discussed is the complexity of issues associated with mitigating the effects of hazards that become labeled disasters.

PDF is free at [research.upjohn.org/up\\_press/242/](https://research.upjohn.org/up_press/242/)

232 pp. 2017

\$40 cloth 978-0-88099-523-8

\$20 paper 978-0-88099-521-4



## How Did Employee Ownership Firms Weather the Last Two Recessions?

Employee Ownership, Employment Stability, and Firm Survival: 1999–2011

Fidan Ana Kurtulus and Douglas L. Kruse

Kurtulus and Kruse present evidence that links employee ownership with increased employment stability and firm survival. They show that, in comparing the performance of employee ownership firms with that of otherwise similar firms during the last two recessions, the macroeconomic effects of employee ownership during periods of recessionary pressure tend to decrease unemployment while helping to stabilize the economy. According to the authors,

[W]e see a body of evidence showing that, despite the theoretical free-rider and financial risk objections raised against it, employee ownership is generally linked to increased worker performance and commitment, enhanced employee cooperation toward firm goals, lower turnover, higher pay and wealth, as well as to improved firm-level outcomes such as higher productivity, greater employment stability, and firm survival. These benefits—particularly the greater stability and survival, which can help the overall economy by reducing unemployment and resisting recessionary pressures—can provide a clear justification for widespread government support to broaden employee ownership programs.

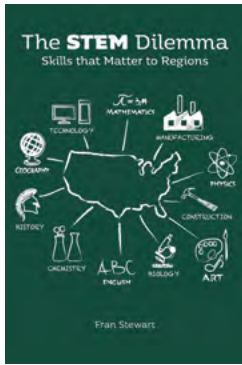
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178 pp. 2017

\$40 cloth 978-088099-526-9

\$18 paper 978-088099-525-2





## The STEM Dilemma

### Skills that Matter to Regions

Fran Stewart

Stewart confronts several key issues facing policymakers and educators, including the role of public investment in human capital, the types of human capital investment that provide the greatest public return, and whether those investments should vary by region. Her detailed findings provide evidence that not all high-paying jobs require STEM skills; that not all good-paying, highly skilled STEM jobs require college degrees; and that “soft skills” (e.g., critical thinking and communication) are important for STEM as well as other high-paying jobs.

Stewart notes that STEM graduates are important for the overall economy, yet not all regions are home to the types of industries that rely on workers with STEM skills. Policy preoccupation with promoting STEM degrees may be overlooking other types of training that may yield greater economic benefit. This suggests that by adopting one-size-fits-all strategies for human capital development, regions may be failing to reap the greatest possible returns on their public investments.

Stewart’s analysis and findings will be of interest to anyone involved in workforce development and regional economic development.

PDF is free at [research.upjohn.org/up\\_press/245/](https://research.upjohn.org/up_press/245/)

222 pp. 2017

\$40 cloth 978-0-88099-640-2

\$20 paper 978-0-88099-639-6

## W.E. UPJOHN INSTITUTE DISSERTATION AWARD

The W.E. Upjohn Institute invites submissions for its 26th annual prize for the best PhD dissertation on employment-related issues.

A first prize of \$2,500 is being offered. Up to two honorable mention awards of \$1,000 may also be given.

The Institute supports and conducts policy-relevant research on issues related to employment, unemployment, and social insurance programs. The dissertation award furthers this mission. The dissertation may come from any academic discipline, but it must have a substantial policy focus.

Dissertations will be evaluated by a panel of economists using the following criteria:

- Policy relevance
- Technical quality of the research
- Presentation

Any person whose dissertation has been accepted during the 24-month period from July 1, 2018 to June 30, 2020 is eligible for the 2020 prize. Visit <https://www.upjohn.org/about/grants-awards/dissertation-award> for more information.

The deadline for submission is July 6, 2020.

## EARLY CAREER RESEARCH AWARDS

The Upjohn Institute requests proposals for Early Career Research Awards (ECRA). These grants are intended to provide resources to junior faculty (untentured and within six years of having earned a PhD) to carry out policy-related research on labor market issues. The Institute encourages research proposals on all issues related to labor markets and public workforce policy.

ECRA recipients are expected to write a research paper based on the funded work and submit the paper for the Institute’s working paper series. The working paper will be added to the Institute’s working paper repository—where it will be included among papers authored by a notable cohort of scholars in economics and public policy—and it will be submitted to SSRN and listed with RePEc.

We also encourage ECRA authors to submit the paper to a peer-reviewed journal and ask them to prepare a synopsis of the research for publication as a policy brief and possibly as a contribution to the Institute’s newsletter, *Employment Research*.

The deadline to apply for funding falls in late-January of each year. Visit <https://www.upjohn.org/about/grants-awards/grant-opportunities> for more information.

## The Upjohn Institute maintains three *free* interactive databases

The **Panel Database on Incentives and Taxation** provides comprehensive information on business incentives for economic development provided by state and local governments. Access at <https://upjohn.org/models/bied/home.php>.

The **New Hires Quality Index** is a consistent way of measuring the earnings power of people taking new jobs each month, allowing comparisons over time. Access at <https://upjohn.org/nhqi/>.

The **Promise Programs Database** details the nearly 150 promise scholarship programs across the country. Access at <https://www.upjohn.org/promise/database/>.

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The Upjohn Press makes available books from its backlist—as well as select frontlist titles and its *WEfocus* books—as free PDF downloads. We invite you to access this wealth of scholarship written by leading researchers and practitioners on a wide range of labor-related issues. These first two pages show recently-added OA titles. Continue on to view all by subject. Follow the links or browse at <https://research.upjohn.org/openaccess/>. Physical copies are still available for purchase.



### The Economics of Health

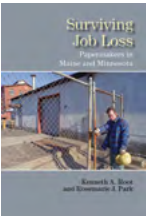
Donald J. Meyer, Editor

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155 pp. 2016

\$40 cloth 978-0-88099-463-7

\$15 paper 978-0-88099-462-0



### Surviving Job Loss

Papermakers in Maine and Minnesota

Kenneth A. Root and Rosemarie J. Park

[research.upjohn.org/up\\_press/237/](https://research.upjohn.org/up_press/237/)

251 pp. 2016

\$19.99 paper 978-0-88099-507-8



### Evolving Approaches to the Economics of Public Policy

Views of Award-Winning Economists

Jean Kimmel, Editor

[research.upjohn.org/up\\_press/240/](https://research.upjohn.org/up_press/240/)

183 pp. 2016

\$40 cloth 978-0-88099-513-9

\$15 paper 978-0-88099-512-2



### Extending Work Life

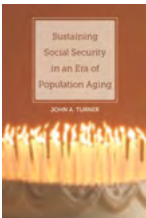
Can Employers Adapt When Employees Want to Delay Retirement?

Robert Clark and Melinda Sandler Morrill

[research.upjohn.org/up\\_press/243/](https://research.upjohn.org/up_press/243/)

88 pp. 2016

\$14.99 paper 978-0-88099-528-3



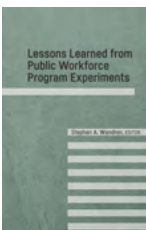
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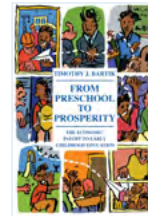
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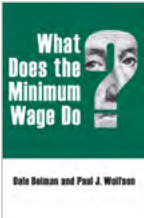


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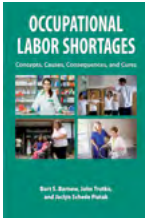


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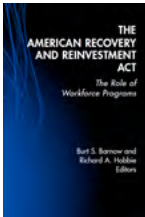
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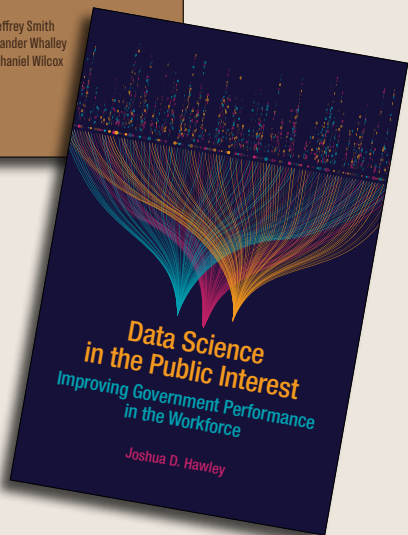
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